

# Santa Monica College - Equity and Diversity Committee

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## Meeting Minutes

**Location: Zoom** (<https://cccconfer.zoom.us/j/95534437834>)

**Date:** April 6, 2021

**Time:** 11am-12:30pm PST (Pacific Standard Time)

- I. **Call to Order:** 11:07am
- II. **Members present:** Steph Anderson, Sara Brewer, Mark Tomasic, Amber Urrutia, Vicenta Arrizon, Julisa Hernandez, Chloe Heo
- III. **Interested Parties/guests present:** Shannon Herbert, Jessica Krug, Cyrus Fernandez, Tre'Shawn Hallbaker
- IV. **Approval of Agenda:**  
Motion to approve - Vicenta Arrizon  
Seconded - Amber Urrutia  
The motion passed unanimously.
- V. **Public Comments:** None
- VI. **Approval of Minutes from March 16, 2022, Meeting:**  
Motion to approve, Sara Brewer  
Seconded - Vicenta Arrizon  
The motion passed unanimously
- VII. **Reports**  
Chairs report:
  - The Social Committee is facilitating teacher of the year awards to 5 Full-time and 5 Adjunct faculty.
  - Steven Sedky and the Senate Executive Committee voted to create an ad hoc committee to investigate the possibility of additional Bachelor's degrees offered at SMC. Questions to consider: how could the EDC be involved? What is the impact on our students? Are additional bachelor's degrees sustainable? Shannon Herbert mentioned she has been researching a Restorative Justice bachelor's degree/program. The De-Colonizing the Academy committee has been advocating for a campus wide Ombud's person as part of restorative justice programming.
  - All-Gender Bathrooms Initiative: The DPAC Committee requested more time to discuss the initiative but will most likely offer a recommendation in support of All-Gender bathrooms at their meeting on April 6. Chris Bonvenuto will further investigate how All-Gender restrooms can

be implemented based on California plumbing code. Chris will also investigate costs to retrofit current bathrooms to have floor to ceiling doors and walls. He should have information in 2-3 weeks regarding code updates. Steph Anderson and Nate Donahue will present to the SMC BOT after DPAC has provided its recommendation.

- Pride Center programming for May will soon be released. Programming will revolve around issues of equity related to LGBTQ+ experience at SMC.
- Other reports: None

#### **VIII. Old Business**

- None

#### **IX. New Business**

Supplemental Instruction:

- Steph Anderson will connect Amber Urrutia and Mark Tomasic with Maria Munoz to coordinate the ask for data regarding equity gaps in relation to courses currently using SI.
- Jessica Krug suggested looking at Georgia State – gold standard for how to use SIs and can be a source for data outside of SMC.

Tenure Review Evaluation:

- Peter Morse: Peter was not available to make today's meeting.
- Tre' Shawn Hallbaker: Tre' Shawn is in support of revising the evaluation process with a focus on equity. Evaluation is a negotiated item and part of the collective bargaining agreement. There needs to be an across the board understanding of equitable teaching practices for someone to be evaluated on this metric. Our committee should put ideas and models forward to Peter, HR and the district. There is a state-wide effort to revise the evaluation process. Tre' Shawn will request notes from the state group. Tre' Shawn also recommends speaking with Jamar London and Nate Hodges who can connect us to faculty members from across the state who have already begun this work.
- Shannon Herbert suggested using Jessica Krug as a resource due to her expertise in evaluation. Also, there are additional faculty members within the English department with expertise in evaluation who can be used as resources.
- Jessica Krug: Look at existing rubrics for teaching including SMC's Equity Self-Assessment Tool. Jessica will share a rubric from Boise State as well as the one used in her department.
- Action items:
  - Review current State Academic Senate activity regarding equity in the tenure review process (Steph will ask Nate Donahue for direction to resources and possibly look at part of the Chancellor's Call to Action: Vision for success Call to Action #7 Writing and Bargaining Equity-minded Performance and Tenure Evaluations).
  - Jessica will supply sample equity-centered rubrics.
  - Sara will begin evaluation and collection of rubrics.

Re-imagining the Center for Teaching Excellence:

- Jessica Krug: The center would be overseen by Cyrus Fernandez (Coordinator of PD) with assistance by Scott Silverman (Management Association), classified staff TBD and possibly 2 faculty (provided ½ release time each). These people help to organize, communicate, and maintain the routines of the Center, making the work of the Center sustainable. There may also be a Faculty Advisory Committee for the Center consisting of Senate committee chairs already doing professional development work within their committees. Ideally the center will be a nexus point to mesh institutional priorities with authentic faculty needs. Steph Anderson noted that the Center could host Safe Zone trainings and be a place that supports faculty research.

**X. Adjournment: 12:35pm**